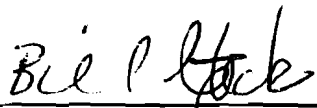


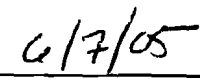
Appendix T

Appendix T is hereby added to the 2002-2008 Memorandum of Understanding between the County of Sonoma and SEIU, Local 707 to read as follows:

1. SEIU, Local 707 and the County of Sonoma have heretofore executed a Memorandum of Understanding that is in effect until 11:59 p.m., June 30, 2008.
2. The Union and the County are desirous of amending Article 8.1, Appendix A and Appendix B as listed in Attachment 1 which is attached hereto and incorporated herein by reference revising the salary range for various classes pursuant to Article 8.19.2 "Salary Re-opener - Market Adjustment Wage". (Changes are bolded)
3. This Memorandum of Understanding sets forth the full and entire understanding of the parties regarding the matters set forth herein. Any other prior or existing understanding or agreements by the parties whether formal or informal regarding any such matters are hereby superseded or terminated in their entirety.
4. Except as specifically provided herein, it is agreed and understood that the Union and County voluntarily and unqualifiedly waive their rights to and release each other from any obligation to meet and confer on any subject or matter contained herein during the term of this 2002-2008 Memorandum of Understanding.
5. No Agreement, understanding, variation, waiver or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by the parties hereto and, if required approved and implemented by the County Board of Supervisors.
6. Nothing in this agreement shall be construed to limit, remove, expand or in any way alter the existing or future jurisdiction or authority of the Civil Service Commission as provided in Sonoma County Ordinance No. 305-A as amended or as provided in the rules adopted hereunder.
7. The waiver or any breach, term or condition of this Memorandum of Understanding by either party shall not constitute a precedent in the future enforcement of all its terms and provision.



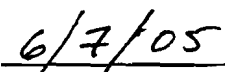
Bill Steck, SEIU Local 707



Date



Joanne Sidwell, County of Sonoma



Date